



MENOMINEE INDIAN TRIBE OF WISCONSIN

Early Childhood Services-Head Start/Early Head Start

P.O. Box 910

Keshena, WI 54135-0910

February 23, 2021

Director
Office of Child Care
330 C ST SW, 4th Floor
Washington, DC 20201

Dear OCC Directory,

This letter describes how the Menominee Indian Tribe of Wisconsin plans to use the Child Care and Development Funds (CCDF) awarded under the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA).

We plan to use CRRSA funds for activities in the following categories:

1. Direct Services/Subsidies

- Cover Family Co-pays for any CCDF eligible family for a six month period. As our center continues on our Tribal reopen plan and our families start to go back to work, we will use some of our funds to assist all CCDF eligible families with their childcare expenses. For a six month period, we will use the CRRSA funds to pay any copays for all our families and help them adjust transitioning back into the workforce. This will assist with any financial hardship our families had or will experience during this transition. We will submit a waiver for this upon approval of our plan.

2. Implementation of Virus Mitigations Policies and Practices

- Hiring of additional staff. To help in the prevention of spreading the COVID virus, we have limited the access of personnel in our facility. Families are required to drop off and pick up curbside. This has become very time consuming for our staff who still have their duties to accomplish, so in order to assist with this we would hire a receptionist to be charge of answering phones, keeping attendance, taking children to/from the parking lot and be responsible for signing children in and out of their classrooms. In addition, we would like to hire a Family Service worker. They will also work with families who are having a hard time either financially, mentally or personally and provide them with services and referrals to outside agencies as needed. This individual will also be responsible for the Health and Safety of children, doubling as a contact tracer. Both of these new staff members will stay with the program until CRRSA funding is out, at that time we will look to secure other funding available as these positions will definitely make our program more effective and efficient.

- Funds will also be used to build barriers between classrooms. This will enforce the separation between classrooms and assist in ensuring social distancing practices are kept between classrooms, teachers and children.
 - Upgraded window installation to allow for clean air circulation. In order to ensure classrooms have an air circulation that helps in the prevention of spreading viruses throughout the classroom, we will update our windows to an advanced style that allows a proper and continuous air flow throughout the center.
3. Grants or Assistance (Other than Subsidies) to Stabilize Child Care Providers
- Provide bonuses for all Early Childhood teachers and staff who worked through the pandemic. We have had multiple openings and closing of our Daycare and Head Start facilities throughout the pandemic based on our Tribally Mandated closures and Tribal Orders. This has caused much stress throughout our centers. For all teachers and staff who stayed with the program, we would provide them with bonuses for proving their reliability and loyalty to our children. In addition, we will provide all staff, include recent hires, with a retention bonus for anyone who has stayed employed with Early Childhood Services through October 2021.
4. Assistance to Providers Not Participating in the Subsidy System Prior to the Pandemic
- We provide assistance only through a Tribally Operated Center
5. Other
- Purchase of a generator at both the daycare center and the Head Start center to ensure each has electricity and heat when the power goes out. Both centers provide services to our communities children and need to be safe when incidences like storms, power outages, etc. happen in our community. We need to continue to have hot water for cleaning of dishes, washing clothes, etc., lights for the entire center and power for computers to contact parents in case of emergencies.
 - Kitchen upgrade to ensure cooks are the only ones entering the kitchen. Insert a half wall and move appliances for ease of movement within the area. Also, upgrade appliances to ensure proper temperatures of cold and frozen foods are kept, proper cooking temperatures are met and the dishwasher to ensure sanitization of all dishes before use again.

The Menominee Indian Tribe of Wisconsin will amend our CCDF plan as a result of activities implemented under CRRSA funding not currently described in the plan, within 60 days of implementation.

Sincerely,

/s/

Gunnar Peters
Chairman
Menominee Indian Tribe of WI

cc: Gena L. Miller, Regional Program Manager, Office of Child Care, Region V
Zenita Haynes, Program Specialist, Office of Child Care, Region V